



City of Seattle
Edward B. Murray, Mayor

Date: January 21, 2016

To: Councilmember Lisa Herbold, Chair
Civil Rights, Utilities, Economic Development, & Arts Committee

From: Dylan Orr, Division Director, Office of Labor Standards
Karina Bull, Senior Policy Analyst, Office of Labor Standards

Subject: Office of Labor Standards Update: Enforcement, Monthly Dashboard,
Community Outreach and Education Fund, and 2016 Priorities

Briefing Objective

The Office of Labor Standards will provide updates on enforcement activity, monthly dashboards, the community outreach and education fund, and 2016 priorities.

Current Enforcement Activity

As of January 21, 2016, OLS has 115 open labor standards investigations involving 79 employers. Many employers have allegations involving more than one ordinance, and 8 employers have separate charges of retaliation. In addition, OLS is monitoring compliance for 12 closed investigations that resulted in remedies for workers.

2015 Monthly Dashboards

OLS "Monthly Dashboards" summarize implementation of Seattle's four labor standards ordinances: Wage Theft, Minimum Wage, Paid Sick and Safe Time, and Fair Chance Employment (formerly the Job Assistance Ordinance). The dashboards include the number of employer and employee inquiries; new, open and closed investigations; employees receiving remedies; the total amount of remedies recovered for employees and other key enforcement information.

After introducing the first on-line dashboard in August, OLS experienced delays in providing further information due to technical difficulties with a new enforcement database. However, OLS is now pleased to share updated dashboards through December 2015. These dashboards are available in PDF format on our [Dashboard Webpage](#); on-line graphic charts of the information will soon follow.

As a preview, the dashboards show that in 2015, OLS responded to 1,564 employer and 603 employee inquiries; opened 184 and closed 100 investigations; assessed over \$177,000 due to 184 employees and \$9,100 in civil penalties due to the City of Seattle; and completed investigations within an average of 127 days. OLS also conducted 12 compliance reviews to ensure on-going implementation of the labor standards following the investigation closure.

Community Outreach and Education Fund

In September 2015, OLS selected ten different organizations and community partnerships to receive \$1 million in Council funding to provide outreach, education and technical assistance to Seattle's workers about their rights under Seattle's Minimum Wage, Wage Theft, Paid Sick and Safe Time, and Fair Chance Employment Ordinances.

Community partnerships will strengthen the City's impact to uphold labor standards for Seattle's workers, particularly those workers most likely to experience labor standards violations – including female workers, workers of color, immigrant and refugee workers, LGBTQ workers, and youth. Activities will include door-to-door outreach, hosting community-based education events, developing training materials to educate workers and other organizations about Seattle's labor standards, and providing labor rights intake, counseling, and referral for workers experiencing labor standards violations. Each organization and partnership will emphasize reaching out to low-wage working communities who disproportionately experience workplace violations.

Activities to date:

- **October 2015** – Organizations began outreach, education and worker consultation.
- **November 2015** – Contracts were executed.
- **December 10 and 11, 2015** – OLS held two training sessions with organizations regarding reporting requirements and accountability, OLS structure, OLS case enforcement process, media relations, Public Records Act, etc.
- **January 8, 2016** – OLS held first quarterly meeting of organizations. Participants shared best practices and worker stories.
- **January 22, 2016** – OLS is hosting a community organization celebration.
- **March 2016** – OLS will hold second quarterly meeting; date is to be determined.

Organizations receiving funding:

1. **Casa Latina and Eritrean Association** - \$319,000
 - Communities of Focus: Latino, LGBTQ, East African, and youth workers
 - Partners: Entre Hermanos, South Park Information and Resource Center, South Park Neighborhood Center, Washington Community Action Network, Wage Claim Project
2. **Coalition of Immigrants, Refugees and Communities of Color** – \$65,000
 - Communities of Focus: Filipino, Ethiopian, Vietnamese, Khmer, and African American/black workers and at risk youth workers
3. **Chinese Information and Service Center** – \$60,000
 - Communities of Focus: Asian Pacific Islanders, Chinese, and other Asian workers
4. **Eritrean Community** – \$60,000
 - Communities of Focus: East African workers and small business owners
5. **El Centro de la Raza** – \$25,000
 - Communities of Focus: Latino workers
6. **Fair Work Center** – \$376,000
 - Communities of Focus: Asian Pacific Islander, Somali, African American, Latino, youth, and LGBTQ workers
 - Partners: Al Noor Islamic, Somali Community Services, NAACP, Latino Community Fund, Got Green, 21 Progress, LGBTQ Allyship, Puget Sound Sage
7. **Millionaire Club** - \$3,500
 - Communities of Focus: Workers with criminal backgrounds and temporary workers
8. **NAACP** - \$60,000
 - Communities of Focus: African American and African workers

9. Washington Community Action Network - \$20,000

- Communities of Focus: Membership of 30,000 comprised of low income workers of color

10. Washington Wage Claim Project - \$9,500

- Communities of Focus: Low wage workers experiencing workplace violations

2016 OLS Priorities

| Project | Timeline |
|---|---|
| <p>WT Prevention and Labor Standards Harmonization Ordinance OLS will implement the new provisions of this omnibus ordinance and provide a written status report to Council in July 2016.</p> | <p>On-Going Implementation</p> <p>Third Quarter Report to Council (due 07/31/16)</p> |
| <p>Dedicated Funding OLS will support Council’s work identify a dedicated source of funding for OLS staffing and contracts with community and business organizations to perform outreach and education.</p> | <p>Second Quarter (due 04/01/16)</p> |
| <p>RFP for Business Organization Outreach & Education Fund OLS will develop and issue a Request for Proposals (RFP) to contract with business organizations to conduct outreach and education for small, minority, and immigrant owned businesses on Seattle labor standards. This effort will award \$275,000 to business organizations and is similar to the Community Outreach and Education Fund in support of worker outreach and education.</p> | <p>Second Quarter</p> |
| <p>Labor Standards Advisory Commission OLS is establishing a new Labor Standard Advisory Commission that will provide input and feedback on labor standards implementation and recommend efforts to achieve workplace equity for women, communities of color, immigrants and refugees and other vulnerable workers. The Commission will be comprised of 15 members, including seven members appointed by the Mayor, seven members appointed by City Council and one member appointed by the Commission.</p> | <p>Third Quarter</p> |
| <p>Employer Database OLS plans to create a public database of employers who have violated Seattle labor standards ordinances.</p> | <p>Third Quarter</p> |
| <p>Day of Action OLS will coordinate a city-wide outreach event to educate workers, businesses, and communities about Seattle's labor standards.</p> | <p>Third Quarter (09/2016)</p> |
| <p>Employer Recognition OLS will research and develop a program to support in-depth understanding of labor standards requirements, recognize high-road businesses that are committed to labor standards compliance and publicize businesses who are leading the way with innovative approaches to implementation.</p> | <p>TBD</p> |
| <p>Directed Investigation Analysis OLS will research and develop procedures for initiating directed investigations</p> | <p>TBD</p> |

Attachments

- OLS Dashboard_June 2015_final
- OLS Dashboard_July 2015_final
- OLS Dashboard_August 2015_final
- OLS Dashboard_September 2015_final
- OLS Dashboard_October 2015_final
- OLS Dashboard_November 2015_final
- OLS Dashboard_December 2015_final